Retention Management

TOPICS

- FY06 RECAP
- RMB Focus
- Policy
- RMB Procedures
- EIS
- RETAIN
- Army Readiness
- FY07 Challenges

FY06 RECAP

- The Army reenlisted 67,207 Soldiers-23,748 were processed through RMB
- Processed over 650 EIS actions
- Lost (1) 42A position, (2) 79S positions remain unfilled.
- Reorganized RMB Categories/Personnel (RMB 07-01)
- Created and monitored SRB discrepancy report

FY06 RECAP

- Assisted with the additional end of year push to attain Mid Career mission
- New RETAIN Fields added to Soldier worksheet
  - SL/SM Date, DMSL/DML, LC data
- Upgraded Confirm Screen
- Retention SGM can request to shut off confirm capabilities for subordinate counselors'

FY06 RECAP

- Added additional information on unit info tab on RETAIN.
- Additional responsibility of scheduling NCOES for option 4, 5 follow on AI
- Processed (3) list for outside of the window option requests for deployed units
- Supported the changed policy on options

RMB FOCUS

- RMB's focus is on Reenlisting Soldiers to achieve the Army's retention mission and meet end strength goals.

- RMB receives all open "Y" coded requisitions (priority 1-10) from [illegible] RETAIN system for Career Counselors to fill with Soldiers who want to reenlist.

- RMB works with PDNCO's and assignment managers to explain reenlistment policies which affect how Soldiers are placed on AI.*

- RMB approves all requests for RCP exceptions, DCSS removals and deletion/deferment/early arrival of reenlistment assignments. Soldiers must process these actions through their retention office to RMB.

Career Branches, normally 8-12 months prior to report date; RMB 12+ months

POLICY

- Consolidated all policy messages into 07-01
  - Rapid Action Review is current
  - Basis for update in new AR 601-280
- Updated and retention policy on Eligibility, RCP, Waivers etc.
- Updated and changed retention policy for reenlistment options (RMB 07-02)
  - 24/12
  - Eliminated GT Requirement
  - Current Station Stabilization 2 years/6 month stabilization for deployed and Korea
  - Mid career exception to retrain if in N/N

RMB PROCEDURES

- Updated or combined RMB Messages
- Released RMB 07-02 providing guidance and information on hotline categories
- Created a resolution processing category
- Provided more guidelines on RMB processing procedures
- Training, movements, EFMP, MACP, deployed soldiers, option exceptions, MGIB
- RMB 07-15 Suspense 19 Nov 06

EIS

- Created EIS Category and posted procedures for EIS actions
  - DCSS, RCP, Waivers, Erroneous/Unfulfilled/Defective reenlistment
- RC to AC process change
- Manage/Liaison-Retiree Recall Program

RETAIN

- DFAS Update ETS
- DFAS Bonus DATA
- Contracted ETS Date as field in Retain
- Auto Cancel Reservations
- MGIB Transfer 2366-2 Form and data entry
- CSRB Election/Reporting

ASSIGNMENT PROCESS

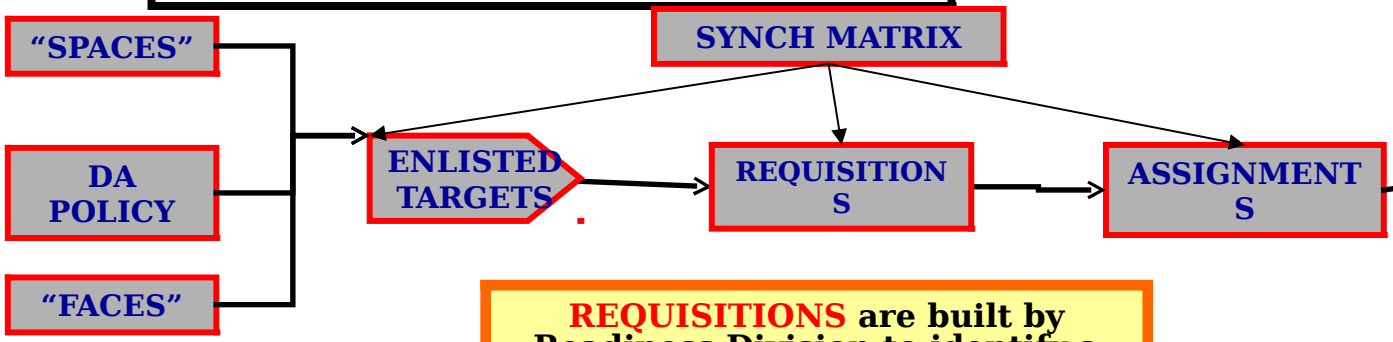
The whole process begins with the authorization or the 'SPACES' in the Army that must be filled.

DA POLICY gives manning guidance for prioritizing personnel fill and rules for assigning Soldiers

'FACES' are the Army's inventory of Soldiers to fill the spaces described in authorization documents.

The Synch Matrix aligns EPMD activity with Unit Operational Schedules.

Enlisted Targets are EPMD's plan for distributing the faces across the spaces according to DA Policy and the CG's and Director's guidance.



REQUISITIONS are built by Readiness Division to identify a particular targeted space at a unit that must be filled

ASSIGNMENTS are generated when the Career Divisions assign a face to a requisition

ARMY READINESS

FOUO

People Always... Mission First!

Requisition Management Example

PERNET-SECURE

QWS3270 Edit View Options Tools Help

EMQ3 STATISTICAL DATA QUERY UNCLASSIFIED 10:52 26/OCT/06 ZJU-MQ3
REPORT A ********** MANAGEMENT DATA DISPLAY **********
DMSL=172 MOS=25U

********** MAR07 **********

GRADE	AENL	TGEDP	RET	UGAIN	IETTGT	VORQ	PROJ	%FILL	AVAIL	%AVAIL
E1	0	0	0	0	0	0	0	0.0	0	0.0
E2	0	0	2	0	0	0	2	0.0	2	0.0
E3	27	0	6	0	0	0	10	37.0	6	22.2
E4	19	49	17	0	18	0	17	89.4	24	126.3
E1-4	46	49	25	0	18	0	29	63.0	32	69.5
E5	23	11	12	0	0	5	19	82.6	21	91.3
E6	7	6	7	0	0	0	7	100.0	11	157.1
E5-6	30	17	19	0	0	5	26	86.6	32	106.6
E7	5	5	2	0	0	2	3	60.0	6	120.0
E8	2	1	1	0	0	0	1	50.0	3	150.0
E7-8	7	6	3	0	0	2	4	57.1	9	128.5
E9	0	0	0	0	0	0	0	0.0	0	0.0
E5-8	37	23	22	0	0	7	30	81.0	41	110.8
E5-9	37	23	22	0	0	7	30	81.0	41	110.8
E1-8	83	72	47	0	18	7	59	71.0	73	87.9
TOTAL	83	72	47	0	18	7	59	71.0	73	87.9

PRESS ENTER TO CONT, F11 DMSL HELP SELECT NEW REPORT TYPE _ WHERE NEXT - __

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FY07 RMB Challenges

- Field Counselors staying current and reading messages
- Pressure from Commands to approve actions/change policy etc.
- AEA Codes and Fenced Unit
- ASK Program
- Increase in Workload
  - Loss of personnel
  - Expansion of Window 24/12
  - Other reasons